

# Bristnall Hall Academy – Strategic Plan

BHA Aim	CDI Framework	Key Stage	When this occurs	Where this occurs	Who is responsible	How do we know about success/failure
Encourage all pupils to be ambitious, explore their creative aspirations or broaden their horizons by climbing their own personal mountain	<b>Self-awareness (1)</b> Self-awareness, self-determination and self-improvement underpin aspiration, ambition and achievement in careers, learning and the world of work <b>Show initiative and enterprise (12)</b>	3 & 4	Careers across the curriculum	In all lessons – all HOD have identifies opportunities to discuss careers in their subject areas	All staff	Student questionnaire Yr7, Yr9 and Yr11
Have the opportunity to undertake a variety of work-related activities and experiences (dependant on age and appropriateness)	<b>Exploring careers and career development (4)</b> Career exploration expands individuals' horizons for action and awareness of opportunities. An understanding of career processes and structures enables individuals to make sense of their own careers, understand the career experiences of others and contribute in important ways to the career wellbeing of others. <b>Learning about safe working practices and environments (9)</b>	3 & 4	Year 10 WEX (Feb)  Various external organisations that come into school to deliver to KS3 E.g. Skill Supply (year 9)  Year 10 and 11 Careers Fair (March)  Year 11 -Collapsed timetable – Careers Day (Dec)	External  In School  In School  In School	NL  TC  TC  TC	Feedback from students and employers  Feedback from external organisations, staff and students  Feedback from external organisations, staff, parents and students  Feedback from external organisations, staff and students

			Year 10 -Collapsed timetable – Careers Day (July)	In School	TC	Feedback from external organisations, staff and students
			SEND Careers Fair (Nov)	The Hawthorne's West Bromwich	GW	Feedback from students and staff
Understand themselves and develop their capabilities	<b>Self-improvement as a learner (3)</b> Developing a range of career management, employability and enterprise skills is the key to meeting challenges, making progress and managing change	3 & 4	Careers across the curriculum	In all lessons – all HOD have identifies opportunities to discuss careers in their subject areas	All staff	Student questionnaire Yr7, Yr9 and Yr11
Understand and investigate careers and opportunities through developing information literacy	<b>Self-determination (2)</b> Exploring, investigating and understanding the opportunities, responsibilities and experiences that careers and the world of work have to offer is a prerequisite for successful planning and development	3 & 4	Various external organisations that come into school to deliver to KS3 E.g. Skill Supply (year 9)	Inside and outside school	TC	Feedback from external organisations, staff and students
			Year 11 -Collapsed timetable – Careers Day (Dec)	In School	TC	Feedback from external organisations, staff and students
			Year 10 -Collapsed timetable – Careers Day (July)	In School	TC	Feedback from external organisations, staff and students

Be aware of education, training, career options and pathways	<b>Investigating work and working life (5)</b> Investigating people's changing experiences of work enables individuals to understand the meaning and purpose of work in people's lives. They learn what constitutes good or decent work and how to find it for themselves.	3 & 4	Year 10 WEX (Feb)	External	NL	Feedback from students and employers
			Various external organisations that come into school to deliver to KS3 E.g. Skill Supply (year 9)	In School	TC	Feedback from external organisations, staff and students
			Year 10 and 11 Careers Fair (March)	In School	TC	Feedback from external organisations, staff, parents and students
			Year 11 -Collapsed timetable – Careers Day (Dec)	In School	TC	Feedback from external organisations, staff and students
			Year 10 -Collapsed timetable – Careers Day (July)	In School	TC	Feedback from external organisations, staff and students
			SEND Careers Fair (Nov)	The Hawthorne's West Bromwich	GW	Feedback from students and staff
Make appropriate choices about their continuing education and career paths at each stage in their transition (notably the end of Key	<b>Understanding business and industry (6)</b> Understanding different sizes and types of business organisation, why they are organised as they are and how they view success enables individuals to prepare for	4	Year 10 and Year 11 - Business Lessons	In business lessons in school	TC	Student results

Stage 3 and throughout Key Stage 4	employment and to appraise the contribution of business and industry to community, social and economic life.					
Manage transitions to new roles and situations, and link what they learn in the academy with life outside and their future steps	<p><b>Identifying choices and opportunities (14)</b> Individuals need to know how to identify and investigate possible choices, progression pathways and qualifications that are in their best interests to consider. This includes being able to respond effectively to unforeseen or unplanned choices and opportunities.</p> <p><b>Managing changes and transitions (17)</b></p>	3 & 4	<p>Year 10 WEX (Feb)</p> <p>Various external organisations that come into school to deliver to KS3 E.g. Skill Supply (year 9)</p> <p>Year 10 and 11 Careers Fair (March)</p> <p>Year 11 -Collapsed timetable – Careers Day (Dec)</p> <p>Year 10 -Collapsed timetable – Careers Day (July)</p> <p>SEND Careers Fair (Nov)</p>	<p>External</p> <p>In School</p> <p>In School</p> <p>In School</p> <p>In School</p> <p>The Hawthorne's West Bromwich</p>	<p>NL</p> <p>TC</p> <p>TC</p> <p>TC</p> <p>TC</p> <p>GW</p>	<p>Feedback from students and employers</p> <p>Feedback from external organisations, staff and students</p> <p>Feedback from external organisations, staff, parents and students</p> <p>Feedback from external organisations, staff and students</p> <p>Feedback from external organisations, staff and students</p> <p>Feedback from students and staff</p>

Work with parents to encourage motivation and ambition	<b>Planning and deciding (15)</b>	4	Year 10 and 11 Careers Fair (March)  SEND Careers Fair (NOV)	In School  The Hawthorne's West Bromwich	TC  GW	Feedback from external organisations, staff, parents and students  Feedback from students and staff
Be constantly encouraged to be highly aspirational and to tackle stereotypical assumptions	<b>Valuing equality, diversity and inclusion (8)</b> Individuals need to share in the commitment to equality, diversity and inclusion as a British and international value. By countering stereotyping, discrimination and prejudice, individuals can realise their own ambitions and help others to do the same.	3 & 4	Careers across the curriculum	In all lessons – all HOD have identifies opportunities to discuss careers in their subject areas	All staff	Student questionnaire Yr7, Yr9 and Yr11
Have access to a cohesive Careers Education Information, Advice and Guidance programme for Year 7 through to Year 11	<b>Making the most of careers information advice and guidance (CEIAG) (10)</b>	3 & 4	Careers Hub (Room 61)  PSHE Lessons  Careers across the curriculum	In School  In School (PSHE)  In all Lessons in school	TC  NJ  All staff	Student questionnaire Yr7, Yr9 and Yr11  ?  Student questionnaire Yr7, Yr9 and Yr11
Be aware of the local and national labour market and have access to labour market resources	<b>Investigating jobs and labour market information (LMI) (7)</b> Individuals need to know how to access, analyse and act on relevant, objective and upto-date job and labour market	3 & 4	Current local labour market information displayed in all classrooms	In all rooms in school	TC and all staff	Student questionnaire Yr7, Yr9 and Yr11

	information when thinking about careers, employability and enterprise. They also need to know how to protect themselves from subjective and biased information.					
Develop employability skills such as interview preparation, CV writing and letters/statements of application	<b>Handling applications and interviews (16)</b>  <b>Preparing for employability (11)</b>  <b>Developing personal financial capability (13)</b>	3 & 4	Year 11 -Collapsed timetable – Careers Day (Dec) Year 10 -Collapsed timetable – Careers Day (July)	In school  In School	TC  TC	Feedback from external organisations, staff and students Feedback from external organisations, staff and students